



Workforce Town Hall Meeting on BRAC



BRAC Workforce Town Hall

16 June 2005



Agenda

- **BRAC 2005 Vision**
- **Summary of Recommendations**
- **Update on Visits**
- **Key Issues**
- **The Way Ahead**
- **Overview of Human Resources Issues during the BRAC Transition**
- **Questions**



BRAC 2005 Vision

The Army's vision for BRAC 2005 addresses the challenges of new threats, force structure changes, and expanding missions: "A campaign quality Joint and Expeditionary Army positioned to provide relevant and ready combat power to Combatant Commanders from a portfolio of installations that projects power, trains, sustains and enhances the readiness and well-being of the Joint Team."



Summary of Recommendations

- **Relocate Transportation School to Fort Lee, VA**
- **Relocate Aviation Logistics School to Fort Rucker, AL**
- **Relocate Surface Deployment and Distribution Command Operations Center to Scott AFB, IL**
- **Relocate Surface Deployment and Distribution Command Transportation Engineering Agency to Scott AFB, IL**
- **Realign Installation Management Functions**



Summary of Recommendations

- **Realign Mobilization Mission to Fort Bragg, NC**
- **Realign Army Watercraft Proponency to Navy**
- **Convert Hospital to Clinic with Ambulatory Surge**
- **Relocate Fort Monroe Activities to Fort Eustis**
- **Relocate Fort McPherson Activities to Fort Eustis**



Update on Visits

13 May - SecDef's BRAC Recommendations announced

25 May - Visit by BRAC Chairman Principi and Commissioner Gen. (Ret.) Newton

3 Jun - Visit by Cong. Bobby Scott

3 Jun - Visit by Fort Lee Transition Team

7 Jun - Visit by TRADOC Transition Team

9 Jun - Visit to Langley AFB on Installation Management

15-16 Jun - Visit by Fort Rucker Transition Team



Key Issues

- **Transportation Center and School**
 - Retain watercraft, cargo specialist, and rail training at Fort Eustis ~ 1/3 current T-School
 - Watercraft Program Management: PM Watercraft collocates with Navy at Washington Navy Yard, DC
- **Installation Management**
 - Fort Eustis
 - Fort Story
 - McDonald Army Community Hospital



The Way Ahead

- **8 Sep**: Commission submits findings to President
- **23 Sep**: President approves list or sends it back to Commission for further consideration
- **20 Oct**: Commission issues revised findings if President rejects initial findings
- **7 Nov**: President approves or rejects revised findings; and sends to Congress
- Congress has 45 legislative days to enact a joint resolution disapproving the President's recommendations on an all or nothing basis or the recommendations become binding.



Overview of Human Resources Issues During the BRAC Transition

**Yvonne Scales
Director
Civilian Personnel Advisory Center
(CPAC)**



Purpose

**Provide overview of issues
and concerns that may affect
employees**



Agenda

- **Discuss Transfer of Function and Transfer of Work**
- **Transition Assistance Programs**
- **Retirement Eligibility**
- **Continuation of Employment**
- **The Way Ahead**



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Transfer of Function and Transfer of Work

TOF

- ✓ **Function ceases in one location and moves to another location not performing the function at the time of transfer**
- ✓ **No rights to a transfer unless the alternative is separation or demotion**
- ✓ **To the greatest extent possible, all employees receive an offer at the new location**
- ✓ **If no offer due to restructuring or drawdown, compete in RIF in gaining organization**

TOW

- ✓ **Function already exists in the new location**
- ✓ **Transfer of work that does not meet the official definition of a TOF**
- ✓ **Similar to TOF without specific entitlements to a position offer or movement**
- ✓ **May or may not be offered employment at the new location**



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Transfer of Function and Transfer of Work

TOF

- ✓ **Employee Accepts:**
 - Placed at new activity
 - PCS entitlements
- ✓ **Employee Declines:**
 - Eligible for DOD Priority Placement Program (PPP) if TOF outside commuting area
 - Only to activities closer than the new location
 - Priority 2
 - Discontinued Service Retirement (DSR)
 - Regular Retirement
 - Separated through adverse action procedures
 - Resignation (possible severance pay after receipt of involuntary separation notice)
 - No VSIP/VERA

TOW

- ✓ **Employee Accepts:**
 - Placed at new activity
 - PCS entitlements
- ✓ **Employee Declines:**
 - Eligible for DOD Priority Placement Program (PPP) if TOW outside commuting area
 - Priority 1 if no offer
 - Priority 2 if offer declined but no further than the new location
 - Discontinued Service Retirement (DSR)
 - Regular Retirement
 - Separated through adverse action procedures
 - Resignation (possible severance pay after receipt of involuntary separation notice)
 - No VSIP/VERA
- ✓ **If positions are not available, reduction in force procedures may apply**



Transition Assistance

- **Priority Placement Program (PPP)**
- **OPM Placement Assistance Programs**
- **Reemployment Priority List (RPL)**
- **Job Swapping**
- **Surplus Employee Program**
- **Partner with other HR offices for job placements**
- **Voluntary RIF**
- **Relocation services**
- **Employee Assistance Program**



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Retirement Information

- **Optional Retirement**
 - CSRS
 - 30 years of service at age 55
 - 20 years of service at age 60
 - 5 years of service at age 62
 - 5 years of creditable civilian service
 - Under CSRS one year of the last two
 - FERS
 - 30 years of service with minimum retirement age (MRA)
 - 20 years of service at age 60
 - 10 years of service at MRA - no reduced annuity if DSR
 - Completed 5 years of creditable civilian service
 - MRA ranges from 55 to 57 years of age depending on birth year
- **Voluntary Early Retirement Authority (VERA)** prior to receipt of RIF notice
 - CSRS/FERS
 - 25 years of service at any age
 - 20 years of service at age 50
- **Discontinued Service Retirement** – against the will and without the consent of the employee
 - Same eligibility as VERA
- **Deferred retirement** at age 62
- Retirement estimates and questions may be referred to ABC-C at <http://www.abc.army.mil> or 1-877-276-9287



Continuation of Employment

- **Accept TOF or TOW Offer**
- **Register in DOD Priority Placement Program (PPP) when available**
- **Army Career and Alumni Program (ACAP)**
- **Retraining Opportunities**
- **Reemployment Priority List (RPL)**
- **Interagency Career Transition Assistance Plan (ICTAP)**
- **Seek own Employment - entitlements optional with gaining Federal or State Agencies**



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The Way Ahead - What You Can Do To Be Ready

- Anticipate, plan, and be prepared
- Review your options - Ask questions
- Review applicable websites
- Attend briefings/town hall meetings
- Prepare or update your resume
- If planning to retire, obtain estimates on your annuity through ABC-C - Pay military or other deposits as applicable
- Contact your CPAC specialist for individual counseling or assistance

Don't
rely on
the
grapevine
for
information



Future Town Hall Topics

- **Relocation Entitlements**
- **DOD Priority Placement Program**
- **Army Career and Alumni Program Services**
- **Retraining**
- **Interagency Career Transition Assistance Program (ICTAP)**
- **Writing Resumes**
- **Retirement**
- **VERA/VSIP**
- **Reduction-in-force (RIF)**
- **Severance Pay**
- **Other appropriate topics of interest**



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QUESTIONS



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NEXT TOWN HALL MEETING

Thursday, 21 July 2005

1400

Jacobs Theatre

**Please complete an exit survey so we will be able to
provide the information you want at the next town hall
meeting**